



Crash Ensemble - Equality, Diversity and Inclusion Policy & Action Plan

July 2025

Introduction:

Crash is a group of world class musicians who play the most adventurous ground-breaking music of today. We commission, collaborate, explore, investigate and experiment with a broad spectrum of music creators and artistic collaborators working across all genres, artforms and disciplines. We don't like to label the music that we play. We love to innovate, with artistic quality at the heart of everything we do. We are passionate about the music we play. We create experiences; exploring new ways of present music and bringing our audiences on new adventures.

Collaboration and community for us are key - our community inspires us to create and experiment more. We value our audiences and our connection with them.

Each project is as unique as each of our collaborators. We like to facilitate the work being made now. We turn things on their head, turn them inside out, back to front, sideways.

Crash performs in Ireland and internationally. Crash's music is available on their own label, Crash Records and they have recordings on Nonesuch, Cantaloupe, NMC, Ergodos and Bedroom Community labels.

Crash is funded by the Arts Council of Ireland and Dublin City Council, is resident at the National Concert Hall in Dublin and at Kilkenny Arts Festival, Ireland.

Context:

We recognise that a more strategic approach is needed to ensure that the principles of EDI are embedded in our work. EDI for us encompasses age, civil status, disability, family status, gender (including gender identity), the travelling community, race, religion, sexual orientation and socio economic status. We are committed to the key principles of EDI specifically in relation to promoting accessibility across our work.

We are mindful of existing equality legislation, including the Employment Equality Acts (1998-2015), the Equal Status Acts (2000-2018) and Section 42 of the Irish Human Rights and Equality Act 2014, otherwise known as the Public Sector Equality and Human Rights Duty. We are also mindful of the Arts Council's own Equality, Human Rights and Diversity (EHRD) Policy.

A key challenge for the contemporary music sector in Ireland and beyond is access to music education - a challenge also recognised in the classical music sector. We additionally recognise the challenge in contributing to address this access issue within the resources available to our organisation with no education department/staff position. Despite these challenges and barriers, we have set out areas for growth to embed equality, diversity and inclusion within our work programme and across our organisation as we fundamentally believe that this will contribute to longer term development vitality and energy of the sector.

Aligning our EDI policy to our Strategic Plan (2026-2030):

The values identified in our strategic plan are innovation and experimentation, collaboration, quality and community. We are committed to promoting inclusivity, equality and diversity across our organisation. Our EDI action plan outlines specific areas of focus for Crash.

Review and Monitoring:

We are aware that this is an ever changing landscape and that our own EDI policy will evolve regularly. Findings from the action plan will continue to inform the evolution of the work.

An EDI subcommittee has been established to advise the Board in ensuring that Crash fosters an inclusive environment that reflects diverse voices, communities, and perspectives. The subcommittee will provide regular progress reports to the Board, on its activities and achievements, ensuring that progress is evaluated.

When needed, external expertise will be brought into the organisation for additional advice and support.

Related Crash Policies:

Strategic Plan 2026-2030

Employment Policy

Volunteer Policy

Equality Policy

Access Policy

Dignity and Respect in the Workplace Policy

Equal Opportunities Policy

Leave Policy

Sick Leave Policy

Maternity Leave Policy

Paternity Leave Policy

Adoptive Leave Policy

Parental Leave Policy

Force Majeure Leave Policy

Bereavement Leave Policy

Disciplinary Procedures

Crash Ensemble Equality, Diversity and Inclusion Action Plan

Updated July 2025

Opportunities with Crash Integrate equality, inclusion and diversity into our programming, board development and staffing opportunities.			
Action	Time-frame	Desired Outcome	Personnel
Continue to ensure that EDI is taken into consideration when working with partners on commissioning, programming and planning.	2026+	Equality, diversity and inclusion are part of the ongoing engagement with partners (existing and new).	AD, CEO
Consider an EDI focus for a place on our Crash Works Residency programme. Crash is committed to equity, diversity, and inclusion. We will encourage applications from individuals from underrepresented communities, including but not limited to those defined by the grounds set out in Irish equality legislation (e.g. race, ethnicity, disability, gender,	2025+	Crash is committed to supporting equity, diversity and inclusion. At least one of the five residency places will prioritise creators from underrepresented backgrounds, in line with the Equal Status Acts' provisions for positive action. Selection will be merit-based, with focussed outreach and equalities monitoring used to ensure fair and inclusive access. The programme aims to support a broader range of creators, bringing a more diverse range of lived experiences into the organisation.	AD, CEO

socioeconomic background, sexual orientation, and more). - Open calls will clearly identify underrepresented communities we aim to engage. - A targeted promotional and outreach campaign will connect with individuals from these communities. - Open calls will be shared directly through partner newsletters and networks to extend reach and connect with individuals.		The impact of the programme will be monitored and evaluated to inform future initiatives.	
Consider EDI when reviewing board skills audit for board succession planning using existing data to inform review and help to identify gaps.	Ongoing	Diversity is a key consideration for board succession planning. Maintain an equitable gender balance among board members. Increase representation at board level where possible from underrepresented backgrounds.	Board
Board recruitment - advertise board positions publicly using agreed wording for recruitment opportunities.	2026+	Reach widest possible pool of potential board members tracked by asking applicants where they heard about the opportunity.	Board, CEO, ML

- Target outreach for board recruitment via Boardmatch Ireland, Women on Boards, and community organisations.			
Crash is committed to equity, diversity, and inclusion. We will extend our paid mentoring internship programme with a focus on encouraging applications from individuals from underrepresented communities, including but not limited to those defined by the grounds set out in Irish equality legislation (e.g. race, ethnicity, disability, gender, socioeconomic background, sexual orientation, and more). - Open calls will clearly identify underrepresented communities we aim to engage. - A targeted promotional and outreach campaign will connect with individuals from these	2026, 2027	Crash is committed to supporting equity, diversity and inclusion. Selection will be merit-based, supported by focused outreach and equality monitoring to ensure fair, inclusive, and transparent access. The programme aims to support a broader range of arts workers/musicians, bringing a more diverse range of lived experiences into the organisation. The impact of the internship programme will be monitored and evaluated to inform future initiatives.	CEO, ML, EM, AD

communities. - Open calls will be shared directly through partner newsletters and networks to extend reach and connect with individuals.			
Staff and board training programme with formal training session provided annually. Different focus identified annually. Incorporate free training/webinars from AsIAM, Disability Federation of Ireland into our annual work programme, with learnings shared with the wider Crash community.” Schedule one joint awareness post or article in collaboration with these organisations. Keep abreast of new training opportunities that come on stream and incorporate. Avail of Safe to Create and Arts	2026, 2027	Continuing to develop capacity, understanding and awareness of equality, diversity and inclusion within the organisation. People from diverse backgrounds don’t feel that the onus is on them to educate our organisation. Bespoke EDI training session delivered annually for staff and board. Minimum 50% of staff and board avail of training opportunity. All staff have completed Safe to Create training. Amplifying our EDI messaging.	All staff, Board

Council training opportunities as appropriate.			
Engage with key resource organisations such as Arts & Disability Ireland (ADI), Gay Community News (GCN), AslAm (autism awareness) using resources to build awareness within our organisation.	Ongoing	Continuing to develop capacity, understanding and awareness of equality, diversity and inclusion within the organisation.	All staff
Accessibility and growing our community Incorporate equality, diversity and inclusion as part of our ongoing experience design and audience engagement planning across activities.			
Action	Timeframe	Desired Outcome	Personnel
Engage with music colleges/3rd level institutions specifically about new music and explore collaborative possibilities supporting opportunities for the next generation of Irish musicians/composers.	Ongoing	A community of people new to contemporary music developing an interest in new music - potential musicians, composers and audience members of the future. Wider accessibility and expand our communities.	AD, CEO
ISL at a Crash concert annually	Annually	Wider accessibility and expand our communities tracked	AD, CEO

- Specific concert identified at planning stage annually - Targeted promotion campaign to raise awareness of the event in the Deaf Community. Initiate planning and discussions for a longer term project exploring the possibilities of ISL being incorporated into a new Crash commission	2027	through audience feedback survey to measure the impact of the initiative	
Where possible, make sensory tote bags available to audiences. These tote bags include ear defenders and fidget toys.	Ongoing	Wider accessibility and expand our communities tracked through audience feedback surveys to measure the impact of the initiative.	EM
<u>Crash Connects</u> : break down barriers in contemporary music and engage diverse audiences to reflect the richness of Irish society. Open rehearsals and opportunities to attend	Ongoing	Obstacles to engaging with new music are challenged through proactive initiatives. A more welcoming environment that is cognisant of the various barriers that can exist to experience our work evidenced by participant feedback.	EM, CEO

concerts free of charge transforming contemporary music from a niche art form into an inclusive experience for all. - Build on existing partnerships with Dublin City Council Culture Company, NCH L&P, regional venues/festivals. - Cultivate new partnerships to ensure growth of the programme. - Facilitator and participant feedback reports collated and		Diverse audiences participating in the project demonstrated by participant data collated. Positive participant feedback.	
Pilot a new project for young people with sound artist Ed Devane. - Pilot project evaluation and next steps identified. - Low/no cost barrier for participants	2025, 2026	Obstacles to engaging with new music are challenged through proactive initiatives.	CEO, EM

Language and Communications			
Ensure clear and inclusive communications about our work.			
Action	Timeframe	Desired Outcome	Personnel
Continue to use pronoun identification for our core team and musicians.	Ongoing	People from diverse backgrounds will feel free to self identify in their dealings with us as an organisation.	All staff, musicians
Be open and inclusive in all of our public facing marketing and communications materials using simple, easy to understand language.	Ongoing	Increase accessibility to our work for all audiences. Increase in community engagement metrics.	ML
Use more visual/video content.			
Ensure that social media communications are accessible and that we platform tools are utilised to ensure that this is in place.			
Use alt text in our newsletter communications.			

Ensure Crash website is accessible, easy to navigate and user friendly.	2027	Ensure accessibility to our work and information about our work for our audiences through UX testing and feedback.	ML
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CREATED DATE: May 2023 BY: CEO	APPROVED DATE: May 2023 BY: Board	LATEST REVIEW DATE: 18 August 2025 BY: CEO/Board	REVIEW DUE DATE: August 2027 BY: CEO/Board
DISTRIBUTED TO (SIGNED AS READ AND UNDERSTOOD)	BOARD		

